Environmental Services Agreement

This Agreement is made between BRG Harrison Lofts Urban Renewal, LLC, having an address of c/o Albanese Organization, Inc., 1050 Franklin Avenue, Garden City, New York 11530 (referred to here as the "Customer"),

-and-

Anchor QEA LLC (referred to here as the "Company"), having an address of 290 Elwood Davis Road, Suite 340, Liverpool, New York 13088.

Background

A. The Company provides environmental consulting, investigatory and remedial services.

B. The Customer desires to engage the Company to perform environmental consulting, investigatory and remedial services with respect to property located at 400 South 5th Avenue, Harrison, New Jersey (the " Project Site"), in accordance with the terms of this Agreement.

Now, therefore, in consideration of the promises and the mutual covenants contained in this Agreement, it is agreed as follows:

1. **Definitions:**

(a) **Contaminants**. "Contaminants" shall include, without limitation, any regulated substance, toxic substance, hazardous substance, hazardous waste, pollution, pollutant or contaminant, as defined or referred to in any of the Environmental Laws as well as words of similar purport or meaning referred to in any other federal, state, county or municipal statute, ordinance, rule or regulation.

(b) **Environmental Law**. "Environmental Law" or "Environmental Laws" shall mean each and every federal, state, county and municipal statute, ordinance, rule, regulation, order, directive or requirement, now existing or hereafter enacted or promulgated, together with all amending and successor statutes, ordinances, rules, regulations, orders, directives or requirements of any Governmental Authority, and the common law in any way related to Contaminants, including but not limited to the Site Remediation Reform Act, N.J.S.A. 58:10C-1 *et seq.* ("SRRA"); the Administrative Requirements for the Remediation of Contaminated Sites, N.J.S.A. 13:1D-1 *et seq.* ("ARRCS"); the Brownfield and Contaminated Site Remediation Act, N.J.S.A. 58:10-B-1 *et seq.*; the Technical Requirements for Site Remediation, N.J.A.C. 7:26E *et seq.*; the New Jersey Environmental Rights Act, N.J.S.A. 2A:35A-1 *et seq.*; the New Jersey Spill Compensation and Control Act, N.J.S.A. 58:10-23.11 *et seq.*; the New Jersey Air Pollution Control Act, N.J.S.A. 26:2C-1 *et seq.*; the Resource Conservation and Recovery Act, as amended, 42 U.S.C. §6901 *et seq.*; the Comprehensive Environmental Response, Compensation and Liability Act, as amended, 42 U.S.C. §9601 *et seq.*; the Water Pollution and Control Act, 33 U.S.C. §1251 *et seq.*; the Hazardous Substances Discharge Reports and Notices Act, N.J.S.A.

13:1K-15 *et seq.*; the Industrial Site Recovery Act, N.J.S.A. 13:1K *et seq.* ("ISRA"); the New Jersey Worker and Community Right to Know Act, N.J.S.A.34:5A; and the New Jersey Underground Storage of Hazardous Substances Act, N.J.S.A. 58:10A-21 *et seq.*, (P.L. 1986, Ch. 102), together with the federal underground storage tank law, Subtitle I of RCRA (the "Tank Laws").

(c) **Governmental Authority**. "Governmental Authority" shall mean the federal, state, county or municipal government, and any department, agency, bureau or other similar type body obtaining authority therefrom or created pursuant to any Environmental Laws, including but not limited to a Licensed Site Remediation Professional.

(d) **Proposal**. "Proposal" shall be the proposal dated February 4, 2016, attached as **Exhibit I**, , which shall incorporate and be subject to all of the terms and conditions of this Agreement and be deemed a part of this Agreement as though set forth at length in this Agreement. In the event of a conflict between the terms of the Proposal and this Agreement, this Agreement shall control.

(e) **Work**. "Work" shall be the activities to be performed by the Company as set forth in the Proposal.

2. **Environmental Consulting, Investigatory and Remedial Services to be Performed by the Company.**

(a) The Customer shall only be responsible to pay for fifty percent (50%) of the cost of the Work as set forth in the Proposal, and shall not be responsible to pay for any other activities performed by the Company, unless performed pursuant to paragraph 3(c) below.

(b) The Company shall perform the Work in accordance with and pursuant to the terms set forth in the Proposal, technical work plans and/or Standard Operating Procedures prepared by the Company and approved via electronic mail by the Customer and General Electric Company (GE), and as set forth below:

(i) The Company shall provide or arrange for, as the case may be and as required by Environmental Law, all supervision, labor, materials and equipment necessary for the prompt performance and completion of the Work.

(ii) The Work shall be performed in accordance with professional and industry standards prevailing at the time the Work is performed, and in accordance with all applicable laws, including but not limited to Environmental Law. If required by Environmental Law, the Work shall be performed by licensed or certified personnel. The Company shall keep a detailed record (the "Project File") identifying the Work, the time required to perform the Work, the cost of all materials and equipment used in connection with the Work and all other fees incurred that shall be charged to the Customer in accordance with and pursuant to the Proposal and this Agreement. The Company shall, upon request of the Customer, promptly deliver to the Customer a copy of the Project File.

(iii) Upon completion of the Work, the Company shall promptly remove or cause to be removed, as the case may be, all materials and equipment from the Project Site used in connection with the Work.

(iv) All documents, data, and information generated by or on behalf of the Company and paid for by the Customer, shall belong to and be the property of the Customer and the General Electric Company ("GE") and shall be delivered to the Customer promptly upon demand. Nothing in this Agreement shall prevent Company from retaining one copy of all documents, data, and information generated by or on behalf of Company in their files.

(v) The Company acknowledges that any report and work product generated for the Work pursuant to this Agreement may be relied on by Customer, its principals, officers, partners, assigns, affiliates, and joint venture partners, and any respective lenders (the "Relying Parties") as if such reports and work product were prepared for such Relying Parties. The Company shall, upon request, issue a reliance letter confirming such rights. Company shall not be held liable for any reuse of, or unauthorized modification to their project materials or Work product for purposes not included under the scope of this Agreement. Company shall not be held liable for misinterpretations of Work products by Relying Parties or their consultants.

(vi) To the extent Work products developed by Company include proprietary computer software developed specifically for the prosecution of the work, rights to proprietary software are not transferrable to the Customer or Relying Parties. Notwithstanding the foregoing, in the event that any Work products are delivered in a form that requires use of proprietary software, Company grants to Customer and Relying Parties a license to use such proprietary software as needed to access the Work product.

(vii) Mechanics' Liens. Provided that the Company has received full payment for Work rendered in connection with the Project Site, the Company shall keep the Property free and clear of all mechanics' liens in connection with the Work, and shall provide lien waivers upon request, including from any subcontractors.

3. **Compensation.**

(a) All invoices for the Work shall detail the individuals performing the Work, the Work performed and the time spent and materials used in connection with the Work. All invoices submitted to the Customer shall be sent to the Customer at the address set forth above. Customer will pay $21,500 promptly upon execution of this Agreement to Company for the Work to be performed under this Agreement, which shall represent Customer's sole payment for the Work, and fifty percent (50%) of the anticipated cost of the Work. The balance of fees due for the Work shall be paid by GE, pursuant to a separate agreement between Customer and Purchaser. If the total fees due for the Work are less than $42,500, the Company shall reimburse the Customer 50% of the difference of $42,500 and the total fees due within 30 days of completion of the Work.

(b) Work performed by subcontractors, will be included on Company's invoices at cost plus TEN percent (10%) of Subcontractor invoiced amount. Subcontractor invoices will be attached to Company's invoice and shall detail the individuals performing the Work, the Work performed and the time spent and materials used in connection with the Work.

(c) Equipment rental fees related to the Work will be included on Company invoices at cost plus FIVE percent (5%) of the rental costs.

(d) The Customer shall be responsible for the payment of fifty percent (50%) of the cost of the Work, pursuant to a cost sharing agreement with GE, up to a maximum payment of $21,500, as set forth above. Likewise, the Customer shall be responsible for the payment of fifty percent (50%) of all taxes with respect to the labor and materials used in connection with the Work, up to a maximum payment of $21,500, as set forth above. The Company shall independently contract with GE for payment of the remaining balance of the cost of the Work and applicable taxes.

(e) In the event of an emergency affecting the health or safety of persons or property, the Company may act, at its reasonable discretion, to prevent threatened damage, injury or loss to person or property. Unless the emergency was caused by the Company, any one of its subcontractors, or both, any increase in cost arising out of the action taken by the Company as a result of such emergency shall be paid for by the Customer on a time and material basis, in accordance with the fee schedule set forth in Exhibit I.

4. Insurance

(a) General Provisions

(i) Company shall obtain, and shall cause its subconsultants and subcontractors to obtain, unless otherwise approved in advance by the Company, such insurance of the type and with limits as set forth herein.

(ii) Company shall not commence performance of any Service(s) pursuant to this Agreement until he has obtained all the insurance required under this Article and such insurance has been acknowledged by the Customer, nor shall the Company allow any subconsultant or subcontractor to commence performance of their services until the insurance required of the subconsultant or subcontractor has been so obtained. In the event that a subcontractor is retained, Customer shall have the right to review and reasonably approve such subcontractor's insurance.

(iii) The insurance policies required by this Article shall be maintained in full force and effect from the time of commencement of Work until the date of completion and acceptance of the Work) by the Company or as specified in this Agreement or any termination thereunder, whichever is longer.

(iv) All liability policies, except for Workers' Compensation, Employer's Liability and Errors and Omissions (Professional Liability) policies, shall provide that the Customer (and such other parties named by Customer) is designated as an additional insured as to the operations of the Company under this Agreement and shall provide the Severability of Interests Provision. The Customer shall be exempt from, and in no way be liable for, any sums of money which may represent a deductible in any insurance policy. The payment of such deductible shall be the sole responsibility of the Company and/or any subconsultant or subcontractor required to obtain such insurance under this Article.

(v) To the extent reasonably possible, each insurance company issuing a

policy under the provisions of this Article shall waive its Right of Subrogation against the Customer and the corresponding policy shall be endorsed accordingly.

(vi) All insurance forms and certificates issued pursuant to the requirements of this Article shall conform with the use of Insurance Services Office (ISO) forms and endorsement or their equivalent.

(vii) The insurance required by this Agreement shall be written for the limits specified herein or required by law, whichever is greater.

(viii) All insurance coverage obtained pursuant to this Agreement shall be primary to any insurance policy or self-insured program carried by the Company, and applicable to the Service(s) provided hereunder.

(ix) Should the Company at any time fail to maintain the insurance coverage required herein, the Customer may, at its sole discretion, terminate this Agreement, or may purchase such coverage on behalf of the Company and deduct such costs from any amounts due or to become due to the Company, provided however, that the Customer shall be in no obligation to purchase such insurance, nor be responsible for the coverage purchased or the insurance company or companies used. A decision by the Customer to purchase such insurance shall in no way be construed as a waiver if any of its rights and remedies under this Agreement.

(b) Required Insurance

(i) Company shall procure and maintain the following insurance coverage in accordance with the provisions of this Article:

a. Workers' Compensation insurance in accordance with the requirements of the applicable laws of the jurisdiction of the State of New Jersey, or a minimum of One Million Dollars ($1,000,000), whichever is highest;

b. Employer's Liability insurance with a limit of not less than One Million Dollars ($1,000,000), each accident;

c. Commercial General Liability insurance, including Bodily Injury, Property Damage, Personal Injury, Contractual Liability for this Agreement including the indemnification provisions set forth therein, Independent Contractors, Broad Form Property Damage including Completed Operations coverage and Products and Completed Operations coverage. Products and Completed Operations coverage shall be maintained for a period of not less than two (2) years following the completion and acceptance by the Company of the Work) under this Agreement. Limits of Liability shall not be less than One Million Dollars ($1,000,000) General Aggregate and shall apply separately to this Agreement. If the General Liability insurance required herein is issued or renewed on a "claims made" basis, as opposed to the "occurrence" form, the retroactive date for coverage shall be no later than the commencement date of the Service(s) and shall provide that in the event of cancellation or non-renewal the Extended Reporting Period (Discovery Period) for claims shall be no less than three (3)

years. Coverage shall be included for explosion, collapse or underground property damage claims.

d. Automobile insurance for owned or hired vehicles with a combined single limit of Two Million Dollars ($2,000,000) per person per accident or occurrence, including for bodily injury, wrongful death and property damage;

e. Errors and Omissions (Professional Liability) insurance with limits of Five Million Dollars ($5,000,000) **AND** Environmental Impairment and/or Pollution Liability insurance with limits of One Million Dollars ($1,000,000) **OR IN THE ALTERNATE** a combined single Professional Liability policy with Environmental Impairment and/or Pollution Liability coverage with combined single limits of Six Million Dollars ($6,000,000).

f. Umbrella/Excess Liability insurance with a limit of liability of not less than Four Million Dollars ($4,000,000), and such policy shall be in addition and in excess of Employer's Liability, Commercial General Liability, and Automobile Liability coverage required herein and shall include all coverage on a "following form" basis. The policy shall contain wording to the effect that, in the event of the exhaustion of any underlying coverage due to the payment of claims, the Umbrella/Excess Liability policy shall "drop down" to apply as primary insurance.

(c) Evidence of Insurance

(i) Certificates of Insurance acceptable to the Company shall be filed with the Company within ten (10) calendar days after the execution of this Agreement, but, in any event, prior to the Company commencing Work, such copy to be filed with the Company in electronic form in PDF or similar format, or in such other format as may be reasonably requested by the Company from time to time. Such certificates shall contain a provision that coverage afforded under the policy will not be canceled or allowed to expire until at least thirty (30) calendar days prior written notice has been given to the Company.

(ii) The acknowledgment by the Customer of any Certificate of Insurance does not constitute approval or agreement by the Customer that the insurance requirements have been satisfied or that the insurance policy shown on the Certificate of Insurance is in compliance with the requirements of this Agreement.

(iii) If the initial or any subsequently issued Certificate of Insurance expires prior to the completion of the Work) or termination of the Agreement, the Company shall furnish to the Customer, in triplicate, renewal or replacement Certificates of Insurance no later than thirty (30) calendar days prior to the date of their expiration. Failure by the Company to provide the Customer with such renewal certificates shall be construed as justification for the Customer to terminate the Agreement, or to obtain such coverage on behalf of the Company.

(iv) All insurance required by this Agreement shall be with companies or governmental agencies and on forms satisfactory to the Company, but in any event such insurance shall be with companies or government agencies rated "A-" or better by A.M. Best Company, Inc., and Size Class 9 or better. No such insurance shall be deemed to be in effect until such time as

validly issued Certificates of Insurance satisfactory to the Customer are delivered to the Customer, which certificates shall require the insurance carrier to notify the Customer at least thirty (30) days prior to expiration, termination, or modification of any policy of insurance required or approved by Agreement or the Customer under this Article. Certificates shall be delivered to the Customer prior to commencement of performance of Service(s), and the Company shall assure that updated Certificates of Insurance consistent with the provisions of this Agreement are furnished to the Customer in a timely manner sufficient to maintain Company's compliance with the provisions of this Article.

5. **Indemnification.** Customer and Company shall each indemnify, and hold harmless the other party, its subsidiaries, affiliates, officers, directors, and employees, from and against any and all claims, liabilities, losses, damages, penalties and costs, including reasonable costs or expenses of attorneys (collectively, "Losses"), caused by (i) the negligence of the indemnifying party or (ii) the breach by the indemnifying party of its obligations under this Agreement, or both, unless the Losses resulted from the negligent or willful misconduct of the party seeking indemnification, or its respective agents and employees. This paragraph shall survive the expiration or termination of this Agreement until the applicable statute(s) of limitations.

6. **Safety Procedures**. While on the Project Site, the Company shall comply with, and shall cause all subcontractors to comply with, all reasonable written safety procedures of the Customer, and, to the extent applicable, the owner or operator, or both, of the Project Site, provided that they have been provided to the Company a minimum of two days prior to their arrival on the Project Site and, to the extent applicable, shall perform the Work and shall cause all subcontractors to perform the Work under a health and safety plan in accordance with 29 CFR 1910.120.

7. **Permits and Licenses.** The Company shall, promptly upon request of the Customer, obtain and deliver to the Customer, a certified true and complete copy of all applicable licenses, permits and approvals required to be obtained with respect to the Work.

8. **Independent Contractor.** The Company shall be deemed an independent contractor and not an employee or agent of the Customer. All persons employed by the Company or subcontractors retained by the Company in connection with the Work shall be deemed either employees of the Company or independent contractors retained by the Company, as the case may be, and not employees or agents of the Customer.

9. **Confidentiality.** The Company shall not, and the Company shall cause its subcontractors not to, release or divulge to any person or entity excluding GE, the results of any sample taken with respect to the Project Site or any information obtained as a result of the Work without the prior written consent of the Customer. If, for any reason the Company believes disclosure is required pursuant to Environmental Law, then the Company shall first give immediate written notice of such fact to the Customer, and shall provide the Customer with the citation to the authority which the Company believes imposes the disclosure requirement. Thereafter, the Company shall continue to abide by this confidentiality agreement unless and until the Customer has consented to the disclosure or the disclosure has been directed by a final consent order. The Customer shall have the right to interpose all objections that the Customer may have to the disclosure, and the Company shall, at no cost to the Customer, cooperate with

the Customer in connection with such objections. Exceptions to this confidentiality provision include 1) information which its already in the Company's possession not subject to any existing confidentiality provisions, (2) information which, at the time of disclosure, is in the public domain by having been printed and published and available to the public libraries or other public places where such data is usually collected, and (3) information required to be disclosed by court order or by an agency with appropriate jurisdiction. This paragraph shall survive the expiration or termination of this Agreement.

10. **Responsibilities of the Customer.**

(a) The Customer shall have authority to contract with the Company for the performance of the Work, in accordance with and pursuant to the terms set forth in this Agreement.

(b) If in the possession of the Customer, the Customer shall, upon written request from the Company, at no cost or expense to the Company, deliver to the Company that documentation reflecting utility locations on the Project Site and a legal description of the Project Site. With the exception of the Company's notification to New Jersey One-Call and results of Project Site specific utility locate services, if included in the Proposal, the Company and its subcontractors will rely exclusively on utility location information provided by the Customer. The Company will not be responsible for damage to utilities (or any related damages caused by utility disruption) which are not shown on documentation provided by Customer, unless such damage is caused by the negligent or reckless acts or omissions of the Company. The Company retains the right to perform supplemental utility location activities as deemed necessary by the Company, subject to pre-approval by Customer.

(c) The Customer shall grant, or cause to be granted, free access to the Project Site to the Company for purposes of completing the Work.

(d) The Customer shall reasonably respond to the Company's requests for changes or revisions to any Proposal based upon changed conditions or results of Work.

(e) The Customer shall pay all undisputed Company invoices within thirty (30) days after receipt. Customer shall promptly after receipt of Company's invoice notify Company if they dispute any charge.

(f) The Customer shall execute documents as required by Law to perform the Work.

(g) The Customer acknowledges that certain investigation activities performed by the Company or their subcontractors may include destructive sampling and testing of building materials, including, but not limited to collection of masonry, wood and roofing samples using a variety of tools which will be specified in the investigation work plan (to be prepared). The Company will not be required or liable for the repair or restoration of building elements following investigation activities unless specified within the work plan or SOP approved by Customer as described in Article 2 (b)

11. **Termination.** The Customer, with or without cause, may terminate a Proposal upon five (5) days prior written notice to the Company in which event, except for the obligation of the Customer to pay the Company for the time spent and materials used in connection with the Work through the effective date of the termination and any other costs associated with the cessation of work-related activities, including but not limited to demobilization of personnel and equipment, fees related to the return of unused materials, equipment or supplies, and/or cost of non-refundable equipment and materials whether or not they were utilized prior to termination.. This Agreement may be terminated, in whole or in part, by the Company in the event of a substantial or material failure by the Customer to fulfill its obligations set forth in this Agreement, through no fault of the Company, including failure to meet payment of invoices as specified herein. Such termination will be effective ten (10) business days after written notice is provided to Customer pursuant to the Notice provision, below. It is the Customer's responsibility to pay its 50% responsibility on all outstanding invoices (as specified in Section 3(d) above within 30 days of receipt of full payment of all outstanding Project invoices from Customer.

12. **Notices.** All notices required or permitted by this Agreement shall in be writing and shall be delivered personally or by certified or registered mail, return receipt requested, addressed as follows:

If to Customer: BRG Harrison Lofts Urban Renewal, LLC
c/o Albanese Organization, Inc.,
1050 Franklin Avenue, Garden City, New York 11530
Attn: Jack C. Becker

With a copy to: Chiesa Shahinian & Giantomasi PC
One Boland Drive
West Orange, New Jersey 07052
Attn: Robert H. Crespi, Esq.

If to the Company: Anchor QEA LLC
290 Elwood Davis Road, Suite 340
Liverpool, New York 1308
Attn: Andrew Corbin

The Customer and the Company shall have the right, by notice given in the same manner set forth above, to designate a different method by which and/or address to which subsequent notices shall be sent. Notice shall be deemed given when delivered, if delivered personally, or if delivered by certified or registered mail, when received or the date of third notice or refusal to accept. Notice may also be given by electronic mail, followed by delivery of written notice by first class mail, which shall be deemed given when delivered by electronic mail.

13. **Agreement Governed by the Laws of the State of New Jersey.** This Agreement shall be governed by the laws of the State of New Jersey. The parties acknowledge that this Agreement has been executed and delivered in the State of New Jersey, and the parties submit to the jurisdiction of the courts of the State of New Jersey.

14. **No Assignment by Company.** The Company acknowledges that the Work to be performed pursuant to this Agreement are unique and personal in nature, and shall be supervised and managed by Margaret Carrillo-Sheridan. The Company shall not assign its rights or obligations under this Agreement. To the extent that a portion of the Work shall be performed by a subcontractor, the Company shall, within the Proposal, identify the subcontractor and the portion of the Work to be performed by the subcontractor.

15. **Entire Agreement.** This Agreement, together with the Proposal, constitute the entire Agreement between the parties. No change, addition or modification shall be effective unless signed in writing by both parties.

16. **Waiver.** Any waiver by either party of any provision or condition of this Agreement or the Proposal, or both, shall not be construed or deemed to be a waiver of any other provision or condition, nor a waiver of a subsequent breach of the same provision or condition, unless such waiver is expressed in writing signed by the party to be bound.

17. **Severability.** If any provision of this Agreement or the Proposal shall be finally adjudged illegal, invalid or unenforceable, such illegality, invalidity or unenforceability shall not affect the legality, validity or enforceability of the remaining provisions of this Agreement and the Proposal.

18. **Miscellaneous.** In all references in this Agreement and the Proposal to any parties, persons, entities or corporation, the use of any particular gender or the plural or singular number is intended to include the appropriate gender or number as the text of this Agreement or the Proposal, or both, may require.

19. **Binding Effect.**

(a) This Agreement shall be binding upon and inure to the benefit of the parties, and their successors and the assigns.

(b) Any proposal issued to the Customer, or contract entered into between the Company and the Customer (collectively, the "Proposal"), shall be issued under and shall be subject to this Agreement except as further provided here or in the Proposal.

20. **Counterparts.** This Agreement may be signed in one or more counterparts, each of which shall be deemed an original.

[SIGNATURE PAGES TO FOLLOW]

SIGNATURES

Signed by the parties.

BRG Harrison Lofts Urban Renewal, LLC

Dated: 2/26/16

Albanese Harrison Lofts LLC, Member
By: Russell C Albanese, Manager

Anchor QEA LLC

Dated:_____

By: Andrew Corbin, Principal Engineer/Partner

Exhibit I

Proposal

ANCHOR QEA

290 Elwood Davis Road, Suite 340
Liverpool, New York 13088
Phone 315.453.9009
Fax 315.453.9010

February 4, 2016

Roy Blickwedel
Remedial Project Manager
GE – Global Operations, Environment, Health & Safety
640 Freedom Business Center
King of Prussia, Pennsylvania 19406

Jack C. Becker
Executive Vice President
BRG Harrison Lofts Urban Renewal, LLC.
c/o Albanese Organization, Inc.
1050 Franklin Avenue
Garden City, New York 11530

Re: Proposal - Edison Lamp Works
Harrison, New Jersey

Dear Sirs:

Anchor QEA, LLC (Anchor QEA), is pleased to present this proposal to provide building assessment services in connection with the Edison Lamp Works Site located at 400 South 5th Street, Harrison, New Jersey ("Site") owned by BRG Harrison Lofts Urban Renewal, LLC (BRG). This proposal has been prepared based on information provided to Anchor QEA via electronic mail from Albanese Organization, Inc. (Albanese), dated January 28, 2016, and discussions with General Electric Company (GE). The services described in this proposal will be provided both to BRG and GE (collectively referred to as "Edison Lamp Works Team"), and all information developed as a result of the activities described herein will be provided to the Edison Lamp Works Team.

Anchor QEA understands that the Edison Lamp Works Team's goal is to redevelop Site buildings for residential reuse, and the building assessment activities described herein are time sensitive; therefore, project planning will include developing an expedited building assessment program. The building assessment program will be designed to obtain the appropriate level of information to support future decisions regarding building decontamination and provide the appropriate amount of analytical data to allow the Edison Lamp Works Team contractor to efficiently manage wastes generated during building decontamination for recycling and/or disposal.

Based on discussions with the Edison Lamp Works Team, the scope of services to be provided by Anchor QEA will consist of assessing Buildings A, B, and C for the potential presence and extent of mercury impacts to building materials and associated piping/conduits. The results of the building assessment activities will be used to develop and evaluate potential decontamination alternatives to address the sources of mercury within the building materials (if present).

To provide the Edison Lamp Works Team with a cost-effective and time-sensitive strategy for assessment activities, Anchor QEA proposes performing the services under two tasks as follows: Task 1 - Assessment Planning and Task 2 - Building Assessment Work Plan. Presented below are descriptions of the proposed tasks.

TASK 1 – ASSESSMENT PLANNING

The objective of this task will be to review existing building information (including historic manufacturing operations) to develop a conceptual site model (CSM) of the buildings. The CSM will be used to develop a Building Assessment Work Plan to target the most likely areas and building materials where elemental mercury may be present at a quantity sufficient to generate mercury vapors at concentrations above 1 microgram per cubic meter.

Work to be completed under this task includes the following:

- Health and safety planning (including the development of a site-specific Health and Safety Plan [HASP])

- Records review
- Site visit

Presented below is a description of the Task 1 work activities.

Health and Safety Planning

Anchor QEA will prepare a HASP that outlines health and safety procedures that will be followed during implementation of the work activities at the Site. The initial HASP will focus on the initial Site reconnaissance. Following development of the detailed Building Assessment Work Plan, the HASP will be amended to include specific procedures related to the intrusive sampling activities.

Records Review

Anchor QEA will review relevant documents provided by the Edison Lamp Works Team (e.g., reports and mapping) that provide information related to existing conditions, including building infrastructure, environmental conditions, and overall Site and property conditions. The information obtained from the records review is typically beneficial in understanding the following:

- Former use(s) of the buildings
- Historic manufacturing processes
- Potential areas of environmental concern
- Prior environmental investigations conducted within the property
- Prior spills, releases, removal actions, etc. (if data are available)
- Chemical and hazardous material uses and storage areas within the facility
- Applicable operations-related permits (discharges, storage, etc.)
- General drawings, mapping, and photographs of the facilities

The records review, coupled with discussions with the Edison Lamp Works Team regarding past building operations and a field reconnaissance, will support the identification of "targeted" or "discretionary" building sample locations during the development of the Building Assessment Work Plan (Task 2).

In addition, Anchor QEA will also review available facility drawings related to the construction of the building, active or abandoned utility services (e.g., electric, natural gas, water, sanitary, storm sewer, fire protection, and telecommunications), and exterior Site plans. This information obtained during the records review will be used to support the development and implementation of building assessment activities, including selection of specific sampling and analysis strategies.

Site Visit

Anchor QEA will perform a Site visit to observe existing conditions and to become familiar with the Site surroundings. We have assumed that the Edison Lamp Works Team will accompany and assist Anchor QEA during the Site reconnaissance and will verbally convey pertinent Site information (e.g., previous investigations and their findings) during the initial reconnaissance. In developing the cost estimate, Anchor QEA has also assumed that the buildings are safe to enter and Level D personal protective equipment will be appropriate for the Site visit.

TASK 2 – BUILDING ASSESSMENT WORK PLAN

Following completion of Task 1, a Building Assessment Work Plan will be prepared to identify and describe the planned intrusive investigation activities, including the proposed sampling locations, methods, and rationale. The primary objective of the work plan will be to delineate the nature and extent of impacted building materials to facilitate identification, selection, and design of potential decontamination methods (including characterization and management of waste materials generated as part of the decontamination).

As part of the work plan development, Anchor QEA will use the records review under Task 1 to identify potential areas of interest that should be visually assessed, screened, and/or sampled during building assessment activities. Based on the records review, the work plan will include the following information and procedures:

1. Relevant background information
2. Objectives of the planned building assessment activities and a summary of relevant and applicable regulatory criteria for building assessment

3. Proposed building assessment activities along with the rationale for each proposed field investigation activity that will be implemented to achieve the investigation objectives. In general, the building assessment will include the following activities:
   - Area reconnaissance and mapping – This task will consist of on-site reconnaissance of Site topography, drainage patterns, sewers, equipment, and above ground and underground utilities within the Site buildings' footprint. In addition, as part of this activity, indoor air sampling using direct read instruments will be performed to confirm prior readings (collected by the Edison Lamp Works Team) and aid in targeting potential building material sampling locations.
   - Building sampling – The overall objective of this activity is to assess the presence of mercury (within the building materials) and obtain representative building material data to support the identification and selection of potential decontamination techniques. In addition, select building material samples will be analyzed to determine potential recycling and disposal requirements if future decontamination activities generate waste materials. The data will also be used to determine engineering controls required to protect human health within and surrounding the buildings during decontamination activities.
   - Subsurface structure survey – This activity will consist of conducting a visual review of accessible subsurface structures (such as manholes, sumps, pits, and trenches) located within the building footprint. Subsurface structures known to be located below building slabs scheduled for removal (as part of the soil/groundwater remediation or redevelopment) will not be surveyed until after the slab removal is completed. These activities will be conducted to provide a preliminary assessment of potential presence of elemental mercury within the buildings' infrastructure. This information will also be used to evaluate methods that may be used to clean and/or close-in-place (as needed) subsurface structures.
4. Updated HASP to cover building assessment and characterization activities (as described above)
5. Sampling and Analysis Plan to summarize the proposed real-time monitoring and laboratory analyses of collected building material samples. To expedite building

investigation activities and reduce analytical costs, the work plan will include a strategy for on-site analysis of total mercury within building materials using reliable direct-read instrumentation (such as Lumex or other equipment). The on-site data will be supplemented with laboratory confirmation data as well as other laboratory analyses to determine potential waste characteristics. The Sampling and Analysis Plan will also include Standard Operating Procedures and a Data Management Plan.

- Standard Operating Procedures – These procedures will describe the specific methods for sample collection and processing.
- Data Management Plan – The building assessment program will be developed to provide real-time mapping and reporting of the daily investigation and laboratory analytical results. The objective of the expedited reporting is to reduce time associated with preparing a formal investigation report as well as to allow for real-time decision making by the Edison Lamp Works Team.

6. A figure presenting the Site layout
7. Up to eight figures presenting the building layouts and initial sampling locations
8. An updated project schedule depicting the planned investigation activities

SCHEDULE

Anchor QEA intends to initiate work with a kick-off meeting with those stakeholders Edison Lamp Works Team deems necessary to engage in successful completion of the overall project on Friday, February 5, 2016, at the Site. At a minimum, it is anticipated the stakeholders will include representatives from the Edison Lamp Works Team, Anchor QEA, and the on-site remediation contractor (Code Environmental).

During this kick-off meeting, Anchor QEA and the Edison Lamp Works Team will discuss the proposed facility characterization work plan and proposed project schedule. Assuming all relevant background information is provided to Anchor QEA by February 5, 2016, a draft work plan will be provided to the Edison Lamp Works Team by February 26, 2016. Costs to revise the work plan one time following receipt of comments from Edison Lamp Works are included.

Following submittal of the draft work plan to the Edison Lamp Works Team, Anchor QEA will develop a cost proposal to implement the work plan.

ESTIMATED COST

The total estimated cost to provide these services is $42,800. This cost is estimated based on information and assumptions presented herein and the anticipated project schedule. A breakdown of the estimated cost is presented in Table 1. Our estimated cost is based on the previously described scope of work and the following assumptions:

1. Existing building and Site information is available as a CAD file for use by Anchor QEA.
2. Available site information will be provided (or access provided to a shared website) in electronic form to Anchor QEA by February 5, 2016.
3. All documents prepared by Anchor QEA will be transmitted as electronic files. Costs for production of hard-copy reports and plans are not included.
4. Costs for one site visit during this phase of the assessment activities are included.
5. Up to two web-based review meetings to discuss the overall strategy and review the draft work plan have been budgeted.

Anchor QEA understands that the entities comprising the Edison Lamp Works Team have a separate agreement regarding the ongoing redevelopment of the Site, each entity will execute separate contracts with Anchor QEA services, and each entity will be responsible of 50% of the total cost of services provided. Anchor QEA's services to GE will be provided in accordance with the *Corporate Purchase Agreement for Remedial Investigation, Risk Assessment, Feasibility Studies and/or Environmental Design Service* between GE and Anchor QEA, dated May 18, 2007. Anchor QEA's services to BRG will be provided in accordance with a professional services agreement to be executed between Anchor QEA and BRG. Please note that although Anchor QEA will be providing a portion of our professional services under a general agreement, we are using preferred GE rates rather than our standard rates for both entities.

Anchor QEA appreciates the opportunity to provide services to the Edison Lamp Works Team in connection with this project. If you have any questions, please contact me at (315) 414-2049 (office) or (315) 744-3123 (mobile phone).

Sincerely,

Margaret A Carrillo Sheridan

Margaret Carrillo-Sheridan, P.E.
Anchor QEA, LLC

cc: Paul Doody, P.E., Anchor QEA
Andrew Corbin, P.E., Anchor QEA
Jon Rodriquez, Anchor QEA

Attachments

MCS:mlz

ANCHOR QEA, LLC
2016 LABOR BUDGET ESTIMATING FORM

Task 1 Building Assessment Planning
Task 2 Building Assessment Work Plan

Labor Categories	Billing Rate	Task 1	Task 2	Total Hours	Total Dollars
Principal	$ 230	24	38	62	$ 14,260
Senior Manager	$ 183	16	38	54	$ 9,882
Manager	$ 147	6	14	20	$ 2,940
Senior Staff	$ 117	0	0	0	$ -
Staff 3	$ 101	0	0	0	$ -
Staff 2	$ 99	0	72	72	$ 7,128
Staff 1	$ 82	0	0	0	$ -
Senior CAD Designer	$ 109	0	40	40	$ 4,360
CAD Designer	$ 98	0	0	0	$ -
Project Coordinator/Technical Editor	$ 86	0	12	12	$ 1,032
Project Coordinator (Admin)	$ 96	0	0	0	$ -
Technician	$ 87	0	0	0	$ -
National Expert Consultant	$ 377	0	0	0	$ -
Total Hours		46	214	260	
Total Labor		$ 9,330	$ 30,272		$ 39,602
Average Hourly Rate	$ 152				
Subconsultants					
List subconsultants here		$ 1,000	$ -		$ 1,000
Total Cost		$ 1,000	$ -		$ 1,000
Markup	10.0%	$ 100	$ -		$ 100
Internal Reimbursables (no markup)					
CAD/GIS/Computer Modeling ($/hr)	$10.00	$ -	$ -		$ -
Mileage ($/mile)	$0.575	$ -	$ -		$ -
Copies ($/copy)	$0.10	$ -	$ -		$ -
Anchor boat ($/day)	$300	$ -	$ -		$ -
Faxes ($/fax)	$1.00	$ -	$ -		$ -
External Expenses (markup)					
Vehicle Rental		$ 300	$ -		$ 300
Repro/Plotting		$ -	$ -		$ -
Mail/Fedex/Courier		$ -	$ -		$ -
Travel		$ 50	$ -		$ 50
Hotel/Per Diem		$ 500	$ -		$ 500
Miscellaneous		$ 50	$ -		$ 50
Total Cost		$ 900	$ -		$ 900
Markup (External Expenses Only)	10.0%	$ 90	$ -		$ 90
Field Equipment and Supplies Summary (include separate backup if needed)		$ 500	$ -		$ 500
Markup	10.0%	$ 50	$ -		$ 50
TOTAL COSTS		$ 11,970	$ 30,272		$ 42,242

Exhibit II

Environmental Services Agreement

Fee Schedule

Table 2
Edison Lampworks

2016 Employee Rates

Employee	Employee Name	Staff Title	Rate
ALA	Adams, Amber	Project Coordinator	75.00
HEA	Adomeit, Hans	Project Coordinator	85.00
JGA	Allen, Jennifer	Staff 3 - Engineer	108.00
KSA	Anderson, Kathryn	Staff 3 - Engineer	76.00
STA	Andrews, Scott	Staff 3 - Scientist	106.00
1MLA	Anghera, Michelle	Principal Scientist	277.00
ETA	Appy, Elizabeth	Managing Scientist	167.00
DRA	Ashton, Debra	Project Coordinator	153.00
KMA	Atkins, Katie	Project Coordinator	78.00
NPB	Bacher, Niklas	Managing Scientist	153.00
SGB	Bagnull, Steven	Staff 3 - Scientist	110.00
SEB	Ballard, Sarah	Staff 3 - Scientist	99.00
KMB	Ballou, Kevin	Staff 3 - Scientist	116.00
RPB	Barth, Ryan	Sr. Managing Engineer	185.00
LHB	Bateman, Laura	Staff 2 - Engineer	102.00
JAB	Beasley, Jennifer	Project Coordinator	101.00
1JQB	Benaman, Jennifer	Principal Engineer	288.00
DJB	Berlin, Daniel	Sr. Managing Scientist	213.00
STB	Best, Samuel	Staff 3 - Engineer	107.00
AJB	Bever, Aaron	Managing Scientist	188.00
GAB	Bibee, Gerald	Sr. Managing Engineer	229.00
JYB	Bigsby, Jeffrey	Senior CAD Designer	114.00
FXB	Bingwa, Fidele	Staff 1 - Engineer	92.00
DHB	Binkney, Daniel	Managing Engineer	146.00
AMB	Blanc, Ariel	Staff 3 - Scientist	98.00
JPB	Blum, John	Sr. Managing Scientist	236.00
KAB	Bollinger, Kevyn	Staff 2 - Engineer	99.00
CZB	Bouchard, Christina	Project Coordinator	175.00
TRB	Boyce, Tessa	Project Coordinator	51.00
LWB	Bray, Leah	Managing Scientist	157.00
SXB	Breitberg, Stacey	Project Coordinator	65.00
AKB	Brew, Andrew	Staff 1 - Engineer	95.00
RRB	Brown, Randy	Managing Engineer	146.00
GWB	Brunkhorst, Gregory	Senior Engineer	129.00
BXB	Bundy, Barbara	Senior Analyst	128.00
1JLB	Burnam, Joshua	Principal Planner	277.00
AAC	Caillat, Alexandre	Staff 1 - Scientist	88.00
IXC	Calante, Irina	Staff 3 - Engineer	118.00
ARB	Cannon, Alyssa	Staff 2 - Engineer	103.00
1SHC	Cappellino, Steve	Principal Scientist	299.00
MXC	Carlino, Matthew	Staff 3 - Engineer	115.00

Table 2
Edison Lampworks

2016 Employee Rates

APC	Carlson, Adam	Staff 2 - Engineer	101.00
MTS	Carrillo-Sheridan, Margaret	Principal Engineer	241.00
MPC	Cavas, Matthew	Senior Scientist	127.00
SRM	Cervantes, Shila	Project Coordinator	73.00
KCC	Chamberlin, Katie	Sr. Managing Planner	190.00
GSC	Chase, Gregory	Staff 3 - Engineer	160.00
EZC	Chen, Emily	Senior Engineer	151.00
FZC	Chen, Fanghui	Senior Engineer	148.00
DAC	Chiavelli, Deborah	Managing Scientist	159.00
AXC	Chou, Angela	Project Coordinator	89.00
KRC	Christensen, Kellee	Staff 3 - Engineer	106.00
DJC	Cisakowski, David	Managing Engineer	169.00
LBC	Clark, Lauren	Staff 1 - Scientist	75.00
JMC	Condon, Jennifer	Staff 3 - Analyst	141.00
MZC	Conese, Michael	Staff 2 - Engineer	98.00
1JPC	Connolly, John	Principal Engineer	389.00
ARC	Constant, Adrianne	Senior Scientist	131.00
RRC	Constant, Richard	Staff 2 - Scientist	91.00
1AZC	Corbin, Andrew	Principal Engineer	256.00
JEC	Cornetta, Jason	Senior Scientist	136.00
ALO	Corp, Amy	Senior Scientist	116.00
DEC	Coscia-Bingler, Diane	Project Coordinator	89.00
RLC	Coupe, Richard	Staff 2 - Engineer	98.00
VXC	Crosby, Virginia	Project Coordinator	89.00
GBD	Dalgo, Genine	Project Coordinator	64.00
GTD	Dang, George	Staff 2 - Scientist	107.00
1EBD	Darby, Elaine	Principal Engineer	267.00
CXD	Davis, Christy	Senior Scientist	138.00
1RCD	Davis, Ryan	Principal Scientist	288.00
1ACD	Delaat, Ann	Principal Planner	299.00
JSD	Denkenberger, Joseph	Staff 2 - Engineer	103.00
TMD	Dennis, Tessa	Project Coordinator	78.00
LMD	DeSantis, Lena	Managing Planner	205.00
LZD	Desantis, Liane	Senior Scientist	126.00
JAD	Detor, Joseph	Sr. Managing Engineer	237.00
1WJD	Dinicola, Walter	Principal Engineer	267.00
CAD	Dolphin, Claire	Staff 2 - Scientist	92.00
MZD	Doo, Minsoo	Staff 2 - Landscape Arch.	86.00
1PJD	Doody, Paul	Principal Engineer	299.00
CKD	Douglas, Calvin	Senior Planner	135.00
1TAD	Drury, Tracy	Principal Engineer	288.00
NBD	Duffort, Nicolas	Senior Planner	122.00
JDD	Dunay, Joyeli	Managing Scientist	143.00

Table 2
Edison Lampworks

2016 Employee Rates

NME	Egli, Nicole	Staff 3 - Engineer	124.00
JME	Engel, Julie	Project Coordinator	82.00
VSE	Erickson, Vivian	Staff 3 - Planner	100.00
ZZF	Fang, Zheng	Staff 1 - Analyst	112.00
IZF	Felty, Irena	Senior Engineer	131.00
JWF	Ferguson, John	Sr. Managing Scientist	254.00
CLF	Fields, Cindy	Staff 3 - Scientist	101.00
JEL	Fitts, Julia	Staff 3 - Scientist	100.00
JXF	Florer, Joanna	Senior Scientist	133.00
BCF	Floyd, Benjamin	Sr. Managing Planner	229.00
CRF	Forrest, Casey	Senior Scientist	119.00
IXF	Fox, Izaak	Staff 3 - Engineer	121.00
JSF	Fox, John	Staff 3 - Analyst	115.00
JMF	Fox, Julie	Staff 3 - Scientist	99.00
TLF	Freitas, Teri	Project Coordinator	74.00
SPF	Fucile, Steven	Project Coordinator	114.00
TTF	Fuji, Takashi	Sr. Managing Scientist	217.00
IJF	Fuller, Ivy	Staff 2 - Scientist	88.00
AMG	Gale, Adam	Managing Planner	147.00
COG	Gardner, Christopher	Senior Scientist	137.00
RLD	Gardner, Rebecca	Principal Engineer	231.00
HXM	Garrison, Hannah	Project Coordinator	80.00
BLT	Gauley, Billie-Jo	Staff 3 - Scientist	122.00
MJG	Gefell, Michael	Principal Scientist	296.00
GPG	Geiss, Gerald	Staff 1 - Analyst	90.00
KLG	Geris, Kristi	Staff 3 - Scientist	98.00
PAG	Gesell, Philip	Project Coordinator	84.00
DMG	Gillingham, David	Senior Scientist	125.00
1DZG	Glaser, David	Principal Scientist	309.00
NHG	Glaser, Naomi	Project Coordinator	61.00
JCG	Goin, Jessica	Senior Scientist	123.00
JXG	Goldsmith, Jennifer	Senior Scientist	143.00
KAG	Golka-Ridlon, Kimberly	Project Coordinator	132.00
BXG	Gong, Binglei	Staff 3 - Engineer	113.00
RLG	Goode, Richard	Managing Engineer	164.00
CAG	Graffio, Crystal	Project Coordinator	98.00
MLG	Gray, Michael	Staff 2 - Analyst	116.00
AXG	Gregory, Ann	Project Coordinator	66.00
TPG	Griga, Thomas	Senior CAD Designer	122.00
KXG	Gross, Kathryn	Staff 1 - Engineer	95.00
KMG	Gross, Kristina	Managing Scientist	140.00
CEG	Guest, Charles	Managing Engineer	187.00
SFH	Haffey, Samuel	Sr. Managing Engineer	201.00

Table 2
Edison Lampworks

2016 Employee Rates

BKH	Hall, Blake	Staff 1 - Analyst	97.00
EEH	Hanbury, Ellen	Project Coordinator	89.00
DXJ	Hance, Dalton	Staff 2 - Scientist	97.00
LZH	Hanna, Laura	Staff 2 - Scientist	90.00
KDH	Hanour, Kenneth	Project Coordinator	105.00
DSH	Hanson, Darci	Staff 2 - Analyst	80.00
JMH	Harrison-Rice, Jaime	Managing Engineer	150.00
THH	Hartsfield, Terri	Staff 2 - Scientist	203.00
SEH	Haubert, Scott	Project Coordinator	55.00
1DHH	Haury, David	Principal Engineer	288.00
CAH	Hayward, Christopher	Staff 3 - Engineer	115.00
HEE	Hayward, Heidi	Senior CAD Designer	114.00
EXH	Healy, Erin	Sr. Managing Planner	203.00
EHH	Heath, Erin	Project Coordinator	90.00
MRH	Henderson, Matthew	Sr. Managing Engineer	200.00
MXH	Hendry, Mark	Managing Engineer	142.00
DPH	Hennessy, Daniel	Managing Scientist	166.00
EAH	Henry, Elizabeth	Sr. Managing Scientist	242.00
CMH	Hernandez, Cynthia	Staff 1 - Scientist	94.00
CXH	Hewett, Christopher	CAD Designer	87.00
ABH	Hildahl, Alison	Project Coordinator	70.00
ASH	Hill, Adam	Senior Engineer	121.00
HDH	Hill-Dyer, Heather	Project Coordinator	66.00
KLH	Hitchko, Kara	Staff 3 - Scientist	99.00
NDH	Holliday, Nathan	Staff 3 - Engineer	107.00
DDH	Holmer, David	Senior CAD Designer	142.00
JXH	Holsinger, Jennifer	Project Coordinator	84.00
SJH	Hood, Sarah	Senior Engineer	131.00
JLH	Horwitz, Jennifer	Managing Planner	167.00
WRH	Hovel, Wendy	Managing Scientist	174.00
JRH	Howell, James	Sr. Managing Scientist	244.00
ZNH	Hubbard, Zelini	Project Coordinator	82.00
LAH	Hudson, Lindsey	Staff 2 - Analyst	83.00
1PCH	Hummel, Peter	Principal Landscape Arch.	309.00
BMH	Hung, Benjamin	Sr. Managing Engineer	185.00
BDH	Hurry, Brian	Senior CAD Designer	112.00
CKH	Huynh, Carolyn	Staff 1 - Scientist	89.00
PHI	Israelsson, Peter	Sr. Managing Engineer	219.00
ELI	Iverson, Erin	Senior Analyst	138.00
JWJ	Jensen, Joshua	Senior Planner	111.00
BXJ	Johnson, Benjamin	Staff 3 - Scientist	99.00
TLJ	Johnson, Timothy	Sr. Managing Scientist	219.00
TJ	Johnston, Tyra	Project Coordinator	81.00

Table 2
Edison Lampworks

2016 Employee Rates

MXK	Kanematsu, Masakazu	Staff 3 - Engineer	118.00
ARK	Karpoff, Alexandra	Staff 1 - Scientist	75.00
JPK	Kase, Jason	Managing Scientist	152.00
SJK	Keel, Sydnee	Project Coordinator	120.00
BPK	Keenan, Brian	Senior Engineer	124.00
1DCK	Keith, David	Principal Scientist	288.00
NDK	Kelsall, Nathan	Managing Scientist	140.00
CXK	Kendall, Cassie	Project Coordinator	75.00
NPK	Kennedy, Nicholas	Staff 1 - Engineer	95.00
KEK	Ketteridge, Kathryn	Sr. Managing Engineer	203.00
CEK	Kiblinger, Charles	Staff 2 - Analyst	101.00
JXK	Kim, Ji	Project Coordinator	85.00
KRK	King, Kyle	Senior Engineer	128.00
NLK	Kochie, Nora	Staff 2 - Analyst	94.00
ZLK	Koehn, Zachary	Staff 3 - Engineer	108.00
1DSK	Koellmann, Derek	Principal Planner	277.00
MLK	Kohan, Melisa	Staff 1 - Scientist	84.00
WZK	Ku, Wen	Managing Engineer	174.00
MGK	Kuziensky, Matthew	Managing Scientist	157.00
JDL	Ladner, John	Staff 2 - Analyst	110.00
DRL	Laffoon, Douglas	Staff 3 - Scientist	101.00
NML	LaFranchise, Nicole	Principal Scientist	246.00
JML	Lahaie, Jessica	Project Coordinator	142.00
EML	Lamoureux, Elizabeth	Sr. Managing Scientist	212.00
1JPL	Laplante, John	Principal Engineer	267.00
SLL	LaRoe, Sarah	Staff 3 - Engineer	117.00
1PTL	LaRosa, Paul	Principal Engineer	267.00
1MAL	Larsen, Mark	Principal Scientist	288.00
MDL	Larue, Mark	Sr. Managing Scientist	206.00
KML	List, Kyle	Staff 2 - Engineer	102.00
LRL	Logan, Linda	Sr. Managing Scientist	220.00
ZXL	Lu, Zhenyu	Staff 3 - Scientist	114.00
1MLM	MacWilliams, Michael	Principal Scientist	277.00
1MTM	Mahoney, Mark	Principal Engineer	299.00
RRM	Makhlouf, Ramzy	Managing Engineer	142.00
EAM	Malczyk, Evan	Staff 3 - Scientist	98.00
JCM	Malone, John	Managing Planner	173.00
JTM	Mangarillo, James	Senior Engineer	138.00
AJM	Manley, Aileen	Project Coordinator	86.00
JPM	Marks, Justin	Staff 3 - Engineer	113.00
SAM	Marlow, Shelly	Project Coordinator	75.00
AAM	Martin, Colin	Managing Scientist	172.00
RHM	Mason, Randy	Principal Engineer	330.00

Table 2
Edison Lampworks

2016 Employee Rates

FJM	Massabki, Frederic	Managing Engineer	187.00
MM	Mathew, Miriam	Staff 2 - Engineer	106.00
MRM	Maxson, Melanie	Project Coordinator	69.00
BJM	McAllister, Benedict	Managing Scientist	151.00
MMH	McCallister-Hrab, Maria	Project Coordinator	79.00
BGM	McDonald, Bruce	Managing Engineer	181.00
CRM	McIntire, Celia	Project Coordinator	91.00
JDM	McKinney, Jason	Senior Planner	143.00
AKP	McMahon, Allison	Project Coordinator	100.00
LAM	McSpadden, Leilani	Project Coordinator	171.00
WDM	Mears, Wendell	Sr. Managing Engineer	225.00
LXM	Menoche, Laurel	Senior Analyst	128.00
TWM	Merritts, Travis	Managing Engineer	149.00
1SDM	Messur, Stuart	Principal Engineer	299.00
MBM	Meyers, Mark	Sr. Managing Scientist	220.00
JLM	Miller, Joseph	Managing Scientist	190.00
LMT	Miller, Linnay	Project Coordinator	96.00
SXM	Miyasaka, Shuhei	Staff 2 - Scientist	100.00
1RKM	Mohan, Ram	Principal Engineer	299.00
1RAM	Montgomery, Robert	Principal Engineer	309.00
SKM	Montgomery, Sarah	Staff 1 - Scientist	79.00
SZM	Morrison, Stacy	Project Coordinator	81.00
JAW	Mott, Jennifer	Project Coordinator	110.00
PZM	Mugunthan, Pradeep	Managing Engineer	190.00
JGM	Murauskas, Joshua	Managing Scientist	191.00
ICM	Murillo, Israel	Project Coordinator	81.00
DAN	Nangju, Daleel	Senior Engineer	150.00
RZN	Narayanan, Raghav	Managing Scientist	145.00
AEN	Nelson, Amy	Senior Scientist	123.00
EAN	Nelson-Penland, Eric	Project Coordinator	81.00
PMO	Oates, Peter	Senior Engineer	152.00
JAO	Oliver, Jill	Managing Analyst	136.00
KAO	Olsen, Karin	Managing Scientist	168.00
TXO	Onkaya, Tolga	Senior Analyst	150.00
DRO	Opdyke, Daniel	Managing Engineer	162.00
DXO	Ormerod, Derek	Managing Engineer	168.00
VTO	Oster, Valerie	Senior Scientist	126.00
CLO	Osuch, Christopher	Managing Scientist	145.00
ACO	Otherson, Ashley	Staff 2 - Planner	91.00
HAP	Page, Heather	Sr. Managing Planner	204.00
GXP	Palermo, Gloria	Project Coordinator	74.00
TRP	Parker, Thomas	Staff 1 - Engineer	96.00
1CRP	Patmont, Clay	Principal Scientist	309.00

Table 2
Edison Lampworks

2016 Employee Rates

CJP	Pelrah, Christopher	Staff 2 - Scientist	89.00
EXP	Pendleton, Eben	Staff 2 - Engineer	100.00
DEP	Peterson, Delaney	Senior Scientist	115.00
RMP	Pickering, Ross	Senior Engineer	125.00
EBP	Pipkin, Erik	Senior Analyst	116.00
ELP	Pizzichemi, Emily	Staff 2 - Scientist	88.00
SLP	Potter, Sara	Staff 2 - Scientist	87.00
KDP	Powell, Kimberly	Managing Engineer	150.00
MJP	Pratschner, Michael	Senior CAD Designer	102.00
JRP	Pursley, Joseph	Senior Planner	126.00
1JDQ	Quadrini, James	Principal Engineer	288.00
JXR	Raimondi, Jason	Staff 2 - Engineer	98.00
MLR	Ratliff-Ziskind, Michelle	Project Coordinator	77.00
BTR	Raymond, Brandon	Staff 3 - Engineer	109.00
RLR	Razonable, Raul	Senior Engineer	157.00
JCR	Redwine, James	Sr. Managing Scientist	243.00
MAR	Reemts, Mark	Managing Engineer	149.00
DAR	Reidy, Deirdre	Managing Scientist	141.00
JXP	Rencken, Jacqueline	Project Coordinator	66.00
JJR	Renda, John	Managing Scientist	155.00
DFR	Reynolds, Diana	Project Coordinator	170.00
1JRR	Rhea, James	Principal Engineer	309.00
DWR	Rice, David	Sr. Managing Engineer	179.00
1MXR	Riley, Michael	Principal Engineer	299.00
MXR	Roberts, Michael	Sr. Managing Engineer	235.00
CRR	Robertson, Cecilia	Senior Engineer	140.00
CCR	Robinson, Chad	Staff 3 - Engineer	124.00
SJR	Rodriguez Lattuada, Sylian	Senior Engineer	134.00
JAR	Rodriguez, Jon	Project Coordinator	361.00
CXR	Rohan, Caitlin	Project Coordinator	83.00
LMR	Rohrbach, Larissa	Staff 3 - Scientist	107.00
MJR	Rury, Michael	Senior Engineer	126.00
1KTR	Russell, Kevin	Principal Engineer	288.00
LER	Russo, Lori	Project Coordinator	106.00
IAR	Ryabtsov, Irina	Project Coordinator	70.00
JER	Ryan, James	Senior Scientist	126.00
TMM	Salvador, Toni	Project Coordinator	114.00
HES	Samaha, Holly	Staff 2 - Engineer	96.00
MZS	Schadt, Margo	Project Coordinator	58.00
1THS	Schadt, Tom	Principal Scientist	309.00
TYS	Scheumann, Terri	Project Coordinator	85.00
NLS	Schlenker, Nora	Staff 1 - Planner	77.00
SMW	Schroeder, Suzannah	Staff 2 - Scientist	98.00

Table 2
Edison Lampworks

2016 Employee Rates

TXS	Schuh, Tracy	Senior Scientist	111.00
LMS	Schumacher, Leisa	Project Coordinator	68.00
EJS	Schwarz, Eric	Sr. Managing Engineer	207.00
PJS	Sciaba, Paul	Senior CAD Designer	117.00
KYS	Scott, Kylie	Project Coordinator	48.00
MSS	Selinger, Michael	Senior Analyst	130.00
BMB	Severtsen, Elizabeth	Senior Landscape Arch.	123.00
AMS	Shellenberger, Amanda	Sr. Managing Engineer	184.00
RMS	Sherwood, Robert	Managing Engineer	193.00
VRS	Sing, Valerie	Project Coordinator	78.00
KNS	Skellenger, Kendra	Senior Engineer	126.00
KAS	Slack, Kimberly	Staff 3 - Engineer	114.00
1JWS	Small, John	Principal Landscape Arch.	256.00
JPS	Smith, Joseph	Staff 1 - Engineer	90.00
MCS	Smith, Matthew	Staff 3 - Scientist	105.00
NWS	Soccorsy, Nathan	Managing Scientist	142.00
BSS	Solomon, Brian	Senior Engineer	128.00
PZS	Song, Peter	Staff 3 - Engineer	107.00
TVS	Sorensen, Tasha	Staff 1 - Analyst	72.00
AHH	Spooner, Anna	Senior Landscape Arch.	122.00
MAS	Stefanec, Melissa	Project Coordinator	79.00
1CES	Stivers, Cari	Principal Scientist	299.00
TJS	Stone, Timothy	Managing Scientist	149.00
PAS	Stowers, Peggy	Project Coordinator	83.00
1GPS	Summers, Greg	Principal Scientist	277.00
DFT	Takeuchi, David	Project Coordinator	199.00
JCT	Taylor, Josepha	Senior Engineer	149.00
1DWT	Templeton, David	Principal Scientist	309.00
JST	Theyel, Jordan	Project Coordinator	82.00
BNT	Thomas, Brice	Project Coordinator	66.00
TMT	Thornburg, Todd	Sr. Managing Scientist	223.00
AST	Thorvaldsen, Alyssa	Senior Engineer	159.00
AKT	Toney, Alicia	Staff 3 - Planner	114.00
CRT	Torell, Christopher	Managing Scientist	168.00
LAT	Turner, Lynn	Staff 2 - Planner	103.00
RXW	Uhl, Rana	Project Coordinator	90.00
CRV	Valmonte, Cecile	Project Coordinator	119.00
ASV	Ventures, Ameedylyn	Project Coordinator	110.00
1JRV	Verduin, John	Principal Engineer	309.00
AXV	Vig, Anjana	Sr. Managing Scientist	257.00
1DXV	Vlassopoulos, Dimitri	Principal Scientist	277.00
HMV	Voges, Halah	Sr. Managing Engineer	233.00
JSV	Volosin, Joseph	Managing Scientist	166.00

Table 2
Edison Lampworks

2016 Employee Rates

EWV	Vonckx, Elizabeth	Senior Engineer	123.00
JLW	Wagler, Jennifer	Managing Engineer	176.00
SZW	Wang, Sheng	Staff 3 - Engineer	110.00
1TSW	Wang, Thomas	Principal Engineer	309.00
ZXW	Wang, Zheng	Staff 2 - Engineer	103.00
GEW	Weatherford, Grace	Senior Engineer	122.00
SJW	Weintraub, Samuel	Staff 1 - Engineer	95.00
SW	Weiskotten, Sara	Project Coordinator	108.00
MJW	Werth, Michael	Sr. Managing Engineer	200.00
CVW	West, Caitlin	Project Coordinator	80.00
MPW	Whelan, Michael	Sr. Managing Engineer	232.00
LAW	Whitaker, Lewis	Senior Construction Manage	137.00
KKW	White, Kirsten	Senior Engineer	140.00
MGW	Wilson, Matthew	Staff 3 - Scientist	113.00
MWW	Woltman, Matthew	Sr. Managing Engineer	233.00
JBW	Wright, Jennifer	Staff 1 - Scientist	87.00
BMY	Yanasak, Betsy	Project Coordinator	173.00
KMY	Yanasak, Karen	Project Coordinator	121.00
CJY	Yard, Christopher	Senior CAD Designer	116.00
CCY	Yates, Christopher	Managing Scientist	164.00
KZY	Yoon, Kyonga	Senior Scientist	158.00
MXZ	Zhang, Miao	Managing Engineer	172.00
1CKZ	Ziegler, C	Principal Engineer	309.00